

AFFIRMATIVE ACTION PROGRAMS

Labor Force Information

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*State of Hawaii
Department of Labor and Industrial Relations
Research and Statistics Office*



STATE OF HAWAII

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LABOR FORCE INFORMATION FOR AFFIRMATIVE ACTION PROGRAMS

In an effort to reduce job discrimination, federal law has created various agencies. One of these, the Office of Federal Contract Compliance Programs (OFCCP) requires employers with 50 or more employees and \$50,000 or more in federal supply and service contracts to develop an AFFIRMATIVE ACTION PROGRAM for each of its establishments to insure equal employment opportunities for minorities and women. One of the basic requirements of an acceptable AFFIRMATIVE ACTION PROGRAM is an analysis of all major job categories in the employing establishment to determine those categories in which minorities and women are being underutilized. This data package contains labor force data and occupational information to assist employers with this basic requirement.

TWO FACTOR ANALYSIS

The “eight-factor analysis” used previously to determine availability was reduced to two factors. Federal regulations require that the employer consider the following two factors in determining whether there are fewer minorities or women in a particular job group than would reasonably be expected by their availability. These factors are the same for minorities and for women. (41 CFR Section 60-2.14c)

Factor 1

The percentage of minorities or women with the requisite skills in the reasonable recruitment area.

The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.

Factor 2

The percentage of minorities or women among those promotable, transferable, and trainable with the contractor's organization.

Trainable refers to those employees within the contractor's organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable during the affirmative action planning year.

For more information regarding Affirmative Action policies, go to the Office of Federal Contract Compliance Program (OFCCP) website at <http://www.dol.gov/esa/ofccp/index.htm> or call the Office at (808) 541-2933.

STATISTICAL DATA

The information contained in this data package will provide labor market information to assist employers in evaluating the utilization of minorities and women in their work forces and in setting up goals to improve such utilization. In the tables, minority is equivalent to all nonwhite, i.e., total less white. Although Hawaii is comprised of all minorities with no ethnic majority, the national definition of minority that is nonwhite is used.

Unless otherwise specified, all data in this package are derived from the 2000 Census of Population.

Table 1 shows labor force data by sex, race, and minority status for the State of Hawaii and all counties.

Table 2 shows the percent distribution of the civilian labor force by the nine EEO-1 Job Categories and sex, race, Hispanic/Latino origin and minority for the State of Hawaii. Data in this table are derived from the Census 2000 Special EEO File Tabulation, U.S. Bureau of the Census.

The Census 2000 Special EEO File provides data for 15 racial/ethnic categories for Hawaii (<http://www.census.gov/eo2000/index.html> **EEO-1 Job Categories**). Table 2 provides data for major races in combined format. Races Not-Hispanic or Latino include White alone; Black or African American alone in combination with Black or African American and White; American Indian or Alaska Native alone with American Indian or Alaska Native and White; Asian alone with Asian and White; Native Hawaiian and Other Pacific Islander alone with Native Hawaiian or Other Pacific Islander and White; and Balance for the remaining Two or More Races category and individuals reporting Some Other Race.

AREA COVERAGE

The State of Hawaii consists of seven major inhabited islands --Hawaii, Maui, Oahu, Kauai, Molokai, Lanai, and Niihau. It is organized administratively into four counties --the City and County of Honolulu, which encompasses the entire island of Oahu and also designated as a Metropolitan Statistical Area (MSA); Hawaii County, which is geographically synonymous with the island of Hawaii; Maui County, which includes the islands of Maui, Molokai, and Lanai; and Kauai County, which includes the islands of Kauai and Niihau.

Most local employers will recruit from the county in which it is located. Many times the employer's own personnel is its nearest labor resource. However, the labor market for some occupations may require a broader geographical base for recruitment. For such positions, possible labor resources in the entire state should be considered in setting affirmative action goals.

LABOR MARKET RESOURCES

All labor resources should be considered in establishing goals for the utilization of minorities and women. These include: the employed, the unemployed, and persons of working age not in the labor force. In considering the employed as a resource for achieving affirmative action program goals, an analysis of a company's own employees --its internal labor market --can assume great significance. The employer's own personnel can contribute most importantly toward correcting underutilization in specific job categories by discarding traditional assignment, transfer, and promotion barriers and by providing equal training opportunities.

Additionally, the potential of those not in the labor force, particularly women, must not be overlooked. Over the past decades, women have entered and reentered the labor market in response to the availability of all kinds of jobs --nontraditional as well as traditional --improving their utilization in many job categories.

In considering all available labor market resources for affirmative action planning, employers should recognize the fact that job vacancies customarily are filled not only by workers with precisely required skills but also by persons with related, lesser, or even no skills who learn on the job, with or without any formal training.

SERVICES TO EMPLOYERS

This data package is available at the Research and Statistics Office of the Hawaii State Department of Labor and Industrial Relations (DLIR). For copies please call (808) 586-9028 or 586-9029. AAP data may also be accessed on the Internet at the *Hawaii Workforce Informer (HIWI)* site at <http://www.hiwi.org>. It

should be emphasized that use of this information alone does not guarantee compliance with federal affirmative action requirements.

The Office of Federal Contract Compliance Programs (OFCCP) in Hawaii offers workshops to assist employers in developing an affirmative action plan. The office may be contacted at (808) 541-2933.

RELATED WEBSITES

Websites providing affirmative action/equal employment opportunity information or data include:

Office of Federal Contract Compliance Program (OFCCP) at <http://www.dol.gov/esa/ofccp/index.htm>

Census 2000 Special EEO File Tabulation at <http://www.census.gov/hhes/www/eeoindex.html>

On-line Access to the EEO Data Tool at <http://www.census.gov/eeo2000/index.html>

EEO-1 Job Categories at <http://www.census.gov/eeo2000/index.html>

List providing both the 3-digit Census 2000 code and the equivalent 6-digit 2000 Standard Occupational Classification (SOC) codes. <http://www.census.gov/hhes/www/eeoindex/occcategories.pdf>

OCCUPATIONAL CLASSIFICATION SYSTEM

Occupational information provided in this report is from the Census 2000 Special EEO File Tabulation. There are 472 Census occupational categories that were matched to equivalent Standard Occupational Classification (SOC) codes. This report presents occupational data for the nine EEO-1 Job Categories, which are for private sector programs. Each group listed below contains occupational titles, which are assigned to the nine EEO-1 Job Categories.

OFFICIALS AND MANAGERS

Chief Executives; General and Operations Managers; Legislators; Advertising and Promotions Managers; Marketing and Sales Managers; Public Relations Managers; Administrative Services Managers; Computer and Information Systems Managers; Financial Managers; Human Resources Managers; Industrial Production Managers; Purchasing Managers; Transportation, Storage, and Distribution Managers; Farm, Ranch, and Other Agricultural Managers; Farmers and Ranchers; Construction Managers; Education Administrators; Engineering Managers; Food Service Managers; Funeral Directors; Gaming Managers; Lodging Managers; Medical and Health Services Managers; Natural Sciences Managers; Postmasters and Mail Superintendents; Property, Real Estate, and Community Association Managers; Social and Community Service Managers; Managers, All Other Agents and Business Managers of Artists, Performers, and Athletes; Purchasing Agents and Buyers, Farm Products; Wholesale and Retail Buyers, Except Farm Products; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Claims Adjusters, Appraisers, Examiners, and Investigators; Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation; Cost Estimators; Logisticians; Management Analysts; Meeting and Convention Planners; Other Business Operations Specialists; Appraisers and Assessors of Real Estate; Budget Analysts; Credit Analysts; Financial Analysts; Personal Financial Advisors; Insurance Underwriters; Financial Examiners; Loan Counselors and Officers; Tax Examiners, Collectors, and Revenue Agents; Tax Preparers; Financial Specialists, All Other; Agricultural Inspectors; Construction and Building Inspectors; and Ship and Boat Captains and Operators

PROFESSIONAL

Human Resources, Training, and Labor Relations Specialists; Accountants and Auditors; Computer Scientists and Systems Analysts; Computer Programmers; Computer Software Engineers; Computer Support Specialists; Database Administrators; Network and Computer Systems Administrators; Network Systems and Data Communications Analysts; Actuaries; Operations Research Analysts; Miscellaneous Mathematical Science Occupations, Including Mathematicians and Statisticians; Architects, Except Naval; Surveyors, Cartographers, and Photogrammetrists; Aerospace Engineers; Chemical Engineers; Civil Engineers; Computer Hardware Engineers; Electrical and Electronics Engineers; Environmental Engineers; Industrial Engineers, Including Health and Safety; Marine Engineers and Naval Architects; Materials Engineers; Mechanical Engineers; Nuclear Engineers; Petroleum, Mining and Geological Engineers, Including Mining Safety Engineers; Miscellaneous Engineers, Including Agricultural and Biomedical; Agricultural and Food Scientists; Biological Scientists; Conservation Scientists and Foresters; Medical Scientists; Astronomers and Physicists; Atmospheric and Space Scientists; Chemists and Materials Scientists; Environmental Scientists and Geoscientists; Physical Scientists, All Other; Economists; Market and Survey Researchers; Psychologists; Urban and Regional Planners; Miscellaneous Social Scientists, Including Sociologists; Counselors; Social Workers; Miscellaneous Community and Social Service Specialists; Clergy; Directors, Religious Activities and Education; Religious Workers, All Other; Lawyers; Judges, Magistrates, and Other Judicial Workers; Postsecondary Teachers; Preschool and Kindergarten Teachers; Elementary and Middle School Teachers; Secondary School Teachers; Special Education Teachers; Other Teachers and Instructors; Archivists, Curators, and Museum Technicians; Librarians; Other Education, Training, and Library Workers; Artists and Related Workers; Designers; Actors; Producers and Directors; Athletes, Coaches, Umpires, and Related Workers; Dancers and Choreographers; Musicians, Singers, and Related Workers; Entertainers and Performers, Sports and Related Workers, All Other; Announcers; News Analysts, Reporters and Correspondents; Public Relations Specialists; Editors; Technical Writers; Writers and Authors; Miscellaneous Media and Communication Workers; Photographers; Television, Video, and Motion Picture Camera Operators and Editors;

Chiropractors; Dentists; Dietitians and Nutritionists; Optometrists; Pharmacists; Physicians and Surgeons; Physician Assistants; Podiatrists; Registered Nurses; Audiologists; Occupational Therapists; Physical Therapists; Radiation Therapists; Recreational Therapists; Respiratory Therapists; Speech-Language Pathologists; Therapists, All Other; Veterinarians; Health Diagnosing and Treating Practitioners, All Other; Animal Trainers; Sales Engineers; and Aircraft Pilots and Flight Engineers

TECHNICIANS

Drafters; Engineering Technicians, Except Drafters; Surveying and Mapping Technicians; Agricultural and Food Science Technicians; Biological Technicians; Chemical Technicians; Geological and Petroleum Technicians; Miscellaneous Life, Physical, and Social Science Technicians, Including Social Science Research Assistants & Nuclear Technicians; Broadcast and Sound Engineering Technicians and Radio Operators and Other Media and Communication Equipment Workers; Clinical Laboratory Technologists and Technicians; Dental Hygienists; Diagnostic Related Technologists and Technicians; Emergency Medical Technicians and Paramedics; Health Diagnosing and Treating Practitioner Support Technicians; Licensed Practical and Licensed Vocational Nurses; Medical Records and Health Information Technicians; Opticians, Dispensing; Miscellaneous Health Technologists and Technicians; Other Healthcare Practitioners and Technical Occupations; and Air Traffic Controllers and Airfield Operations Specialists

SALES WORKERS

First-Line Supervisors/Managers of Retail Sales Workers; First-Line Supervisors/Managers of Non-Retail Sales Workers; Cashiers; Counter and Rental Clerks; Parts Salespersons; Retail Salespersons; Advertising Sales Agents; Insurance Sales Agents; Securities, Commodities, and Financial Services Sales Agents; Travel Agents; Sales Representatives, Services, All Other; Sales Representatives, Wholesale and Manufacturing; Models, Demonstrators, and Product Promoters; Real Estate Brokers and Sales Agents; Telemarketers; Door-To-Door Sales Workers, News and Street Vendors, and Related Workers; and Sales and Related Workers, All Other

ADMINISTRATIVE SUPPORT WORKERS

Paralegals and Legal Assistants; Miscellaneous Legal Support Workers; Library Technicians; Teacher Assistants; First-Line Supervisors/Managers of Office and Administrative Support Workers; Switchboard Operators, Including Answering Service; Telephone Operators; Communications Equipment Operators, All Other; Bill and Account Collectors; Billing and Posting Clerks and Machine Operators; Bookkeeping, Accounting, and Auditing Clerks; Gaming Cage Workers; Payroll and Timekeeping Clerks; Procurement Clerks; Tellers; Brokerage Clerks; Court, Municipal, and License Clerks; Credit Authorizers, Checkers, and Clerks; Customer Service Representatives; Eligibility Interviewers, Government Programs; File Clerks; Hotel, Motel, and Resort Desk Clerks; Interviewers, Except Eligibility and Loan; Library Assistants, Clerical; Loan Interviewers and Clerks; New Accounts Clerks; Correspondence Clerks and Order Clerks; Human Resources Assistants, Except Payroll and Timekeeping; Receptionists and Information Clerks; Reservation and Transportation Ticket Agents and Travel Clerks; Information and Record Clerks, All Other; Cargo and Freight Agents; Couriers and Messengers; Dispatchers; Meter Readers, Utilities; Postal Service Clerks; Postal Service Mail Carriers; Postal Service Mail Sorters, Processors, and Processing Machine Operators; Production, Planning, and Expediting Clerks; Shipping, Receiving, and Traffic Clerks; Stock Clerks and Order Fillers; Weighers, Measurers, Checkers, and Samplers, Recordkeeping; Secretaries and Administrative Assistants; Computer Operators; Data Entry Keyers; Word Processors and Typists; Desktop Publishers; Insurance Claims and Policy Processing Clerks; Mail Clerks and Mail Machine Operators, Except Postal Service; Office Clerks, General; Office Machine Operators, Except Computer; Proofreaders and Copy Markers; Statistical Assistants; and Office and Administrative Support Workers, All Other

CRAFT WORKERS

First-Line Supervisors/Managers of Construction Trades and Extraction Workers; Boilermakers; Brickmasons, Blockmasons, and Stonemasons; Carpenters; Carpet, Floor, and Tile Installers and

Finishers; Cement Masons, Concrete Finishers, and Terrazzo Workers; Paving, Surfacing, and Tamping Equipment Operators; Miscellaneous Construction Equipment Operators; Drywall Installers, Ceiling Tile Installers, and Tapers; Electricians; Glaziers; Insulation Workers; Painters, Construction and Maintenance; Paperhangers; Pipelayers, Plumbers, Pipefitters, and Steamfitters; Plasterers and Stucco Masons; Roofers; Sheet Metal Workers; Iron and Steel Workers; Elevator Installers and Repairers; Fence Erectors; Hazardous Materials Removal Workers; Highway Maintenance Workers; Rail-Track Laying and Maintenance Equipment Operators; Miscellaneous Construction and Related Workers; Derrick, Rotary Drill, and Service Unit Operators, and Roustabouts, Oil, Gas, and Mining; Earth Drillers, Except Oil and Gas; Explosives Workers, Ordnance Handling Experts, and Blasters; Mining Machine Operators; Miscellaneous Extraction Workers, Including Roof Bolters and Helpers; First-Line Supervisors/Managers of Mechanics, Installers, and Repairers; Computer, Automated Teller, and Office Machine Repairers; Radio and Telecommunications Equipment Installers and Repairers; Avionics Technicians; Electric Motor, Power Tool, and Related Repairers; Electrical and Electronics Repairers, Industrial, Utility, and Transportation Equipment; Electronic Equipment Installers and Repairers, Motor Vehicles; Electronic Home Entertainment Equipment Installers and Repairers; Security and Fire Alarm Systems Installers; Aircraft Mechanics and Service Technicians; Automotive Body and Related Repairers; Automotive Glass Installers and Repairers; Automotive Service Technicians and Mechanics; Bus and Truck Mechanics and Diesel Engine Specialists; Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics; Small Engine Mechanics; Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers; Control and Valve Installers and Repairers; Heating, Air Conditioning, and Refrigeration Mechanics and Installers; Home Appliance Repairers; Industrial and Refractory Machinery Mechanics; Maintenance and Repair Workers, General; Maintenance Workers, Machinery; Millwrights; Electrical Power-Line Installers and Repairers; Telecommunications Line Installers and Repairers; Precision Instrument and Equipment Repairers; Coin, Vending, and Amusement Machine Servicers and Repairers; Locksmiths and Safe Repairers; Manufactured Building and Mobile Home Installers; Riggers; Other Installation, Maintenance, and Repair Workers, Including Commercial Divers and Signal and Track Switch Repairers; Structural Metal Fabricators and Fitters; Machinists; Model Makers and Patternmakers, Metal and Plastic; Tool and Die Makers; Lay-Out Workers, Metal and Plastic; Bookbinders and Bindery Workers; Prepress Technicians and Workers; Shoe and Leather Workers and Repairers; Tailors, Dressmakers, and Sewers; Upholsterers; Cabinetmakers and Bench Carpenters; Furniture Finishers; Miscellaneous Woodworkers, Including Model Makers and Patternmakers; Power Plant Operators, Distributors, and Dispatchers; Stationary Engineers and Boiler Operators; Water and Liquid Waste Treatment Plant and System Operators; Jewelers and Precious Stone and Metal Workers; Medical, Dental, and Ophthalmic Laboratory Technicians; Etchers and Engravers; Crane and Tower Operators; Dredge, Excavating, and Loading Machine Operators

OPERATIVES

Graders and Sorters, Agricultural Products; First-Line Supervisors/Managers of Production and Operating Workers; Aircraft Structure, Surfaces, Rigging, and Systems Assemblers; Electrical, Electronics, and Electromechanical Assemblers; Engine and Other Machine Assemblers; Miscellaneous Assemblers and Fabricators; Bakers; Butchers and Other Meat, Poultry, and Fish Processing Workers; Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders; Food Batchmakers; Food Cooking Machine Operators and Tenders; Computer Control Programmers and Operators; Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic; Forging Machine Setters, Operators, and Tenders, Metal and Plastic; Rolling Machine Setters, Operators, and Tenders, Metal and Plastic; Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic; Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic; Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic; Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic; Metal Furnace and Kiln Operators and Tenders; Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic; Welding, Soldering, and Brazing Workers; Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic; Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic; Tool Grinders, Filers, and Sharpeners; Other Metalworkers and Plastic Workers, Including Milling, Planing, and Multiple Machine Tool Operators; Job Printers; Printing Machine Operators; Laundry and Dry-Cleaning Workers; Pressers, Textile, Garment, and Related Materials; Sewing Machine Operators; Shoe Machine Operators and Tenders; Textile Bleaching and Dyeing Machine Operators and Tenders; Textile Cutting Machine Setters, Operators, and Tenders; Textile Knitting and Weaving Machine Setters, Operators, and Tenders; Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders; Miscellaneous Textile,

Apparel, and Furnishings Workers, Except Upholsterers; Sawing Machine Setters, Operators, and Tenders, Wood; Woodworking Machine Setters, Operators, and Tenders, Except Sawing; Miscellaneous Plant and System Operators; Chemical Processing Machine Setters, Operators, and Tenders; Crushing, Grinding, Polishing, Mixing, and Blending Workers; Cutting Workers; Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders; Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders; Inspectors, Testers, Sorters, Samplers, and Weighers; Packaging and Filling Machine Operators and Tenders; Painting Workers; Photographic Process Workers and Processing Machine Operators; Cementing and Gluing Machine Operators and Tenders; Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders; Molders, Shapers, and Casters, Except Metal and Plastic; Paper Goods Machine Setters, Operators, and Tenders; Tire Builders; Other Production Workers, Including Semiconductor Processors and Cooling and Freezing Equipment Operators; Supervisors, Transportation and Material Moving Workers; Bus Drivers; Driver/Sales Workers and Truck Drivers; Taxi Drivers and Chauffeurs; Miscellaneous Motor Vehicle Operators, Including Ambulance Drivers and Attendants; Locomotive Engineers and Operators; Railroad Brake, Signal, and Switch Operators; Railroad Conductors and Yardmasters; Subway, Streetcar, and Other Rail Transportation Workers; Sailors and Marine Oilers; Ship Engineers; Parking Lot Attendants; Transportation Inspectors; Miscellaneous Transportation Workers, Including Bridge and Lock Tenders and Traffic Technicians; Hoist and Winch Operators; Industrial Truck and Tractor Operators; Packers and Packagers, Hand; Pumping Station Operators; Miscellaneous Material Moving Workers, Including Conveyor Operators and Tenders, Shuttle Car Operators, and Tank Car Truck and Ship Loaders

LABORERS AND HELPERS

Grounds Maintenance Workers; Nonfarm Animal Caretakers; First-Line Supervisors/Managers of farming, Fishing, and Forestry Workers; Miscellaneous Agricultural Workers, Including Animal Breeders; Fishing and Hunting Workers; Forest and Conservation Workers; Logging Workers; Construction Laborers; Helpers, Construction Trades; Septic Tank Servicers and Sewer Pipe Cleaners; Helpers--Installation, Maintenance, and Repair Workers; Helpers--Production Workers; Service Station Attendants; Cleaners of Vehicles and Equipment; Laborers and Freight, Stock, and Material Movers, Hand; Machine Feeders and Offbearers; and Refuse and Recyclable Material Collectors

SERVICE WORKERS

Nursing, Psychiatric, and Home Health Aides; Occupational Therapist Assistants and Aides; Physical Therapist Assistants and Aides; Massage Therapists; Dental Assistants; Medical Assistants and Other Healthcare Support Occupations; First-Line Supervisors/Managers of Correctional Officers; First-Line Supervisors/Managers of Police and Detectives; First-Line Supervisors/Managers of Fire Fighting and Prevention Workers; Supervisors, Protective Service Workers, All Other; Fire Fighters; Fire Inspectors; Bailiffs, Correctional Officers, and Jailers; Detectives and Criminal Investigators; Miscellaneous Law Enforcement Workers; Police Officers; Animal Control Workers; Private Detectives and Investigators; Security Guards and Gaming Surveillance Officers; Crossing Guards; Lifeguards and Other Protective Service Workers; Chefs and Head Cooks; First-Line Supervisors/Managers of Food Preparation and Serving Workers; Cooks; Food Preparation Workers; Bartenders; Combined Food Preparation and Serving Workers, Including Fast Food; Counter Attendants, Cafeteria, Food Concession, and Coffee Shop; Waiters and Waitresses; Food Servers, Nonrestaurant; Dining Room and Cafeteria Attendants, Bartender Helpers, and Miscellaneous Food Preparation and Serving Related Workers; Dishwashers; Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop; First-Line Supervisors/Managers of Housekeeping and Janitorial Workers; First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers; Janitors and Building Cleaners; Maids and Housekeeping Cleaners; Pest Control Workers; First-Line Supervisors/Managers of Gaming Workers; First-Line Supervisors/Managers of Personal Service Workers; Gaming Services Workers; Motion Picture Projectionists; Ushers, Lobby Attendants, and Ticket Takers; Miscellaneous Entertainment Attendants and Related Workers; Funeral Service Workers; Barbers; Hairdressers, Hairstylists, and Cosmetologists; Miscellaneous Personal Appearance Workers; Baggage Porters, Bellhops, and Concierges; Tour and Travel Guides; Transportation Attendants; Child Care Workers; Personal and Home Care Aides; Recreation and Fitness Workers; Residential Advisors; and Personal Care and Service Workers, All Other

DEFINITIONS

CIVILIAN LABOR FORCE is the sum of all employed and unemployed people, excluding people under 16 years of age, inmates of institutions, and members of the armed forces.

EMPLOYED is the number of individuals who during the reference week:

- worked as paid employees, or worked in their own business, profession, or farm, or worked at least 15 hours as unpaid workers in a family-operated enterprise;
- did not work but had jobs or businesses from which they were temporarily absent;
- worked and were citizens of a foreign country, temporarily in the United States, who are not living on the premises of an Embassy.

Each employed person is counted only once, regardless of the number of jobs the individual may have. Excluded are those whose only activity consisted of work around the house (such as housework, painting, and repairing) and those involved in volunteer work.

UNEMPLOYED is the number of individuals who, during the reference week, did not work and who:

- made specific efforts to find a job within the previous 4 weeks and were available for work;
- were waiting to be called back to a job from which they had been temporarily laid off;

UNEMPLOYMENT RATE is the percent of people in the civilian labor force who are unemployed (unemployed/civilian labor force).

CENSUS 2000 RACE CATEGORIES

- **AMERICAN INDIAN OR ALASKA NATIVE (AIAN)** includes persons having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community.
- **ASIAN** includes persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **BLACK or AFRICAN AMERICAN** includes persons having origins in any of the Black racial groups of Africa.
- **NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER (NHOPI)** includes persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **WHITE** includes persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **SOME OTHER RACE** includes all other persons not included in the "White," "Black or African American," "American Indian and Native and Alaska Native," and the "Asian or Pacific Islander" race categories.

HISPANIC or LATINO includes persons who reported themselves as Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin. Persons of Hispanic origin may be of any race.

MINORITY includes all nonwhites, i.e., total less white.

TWO OR MORE RACES refers to combinations of two or more of the following race categories: White; Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and Other Pacific Islander; and Some Other Race.

Table 1. LABOR FORCE INFORMATION BY SEX AND RACE
State of Hawaii, 2003

SEX AND RACE	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	PERCENT DISTRIBUTION			UNEMPLOYMENT RATE
				CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	
BOTH SEXES (incl. Hispanic)	618,300	591,800	26,500	100.0%	100.0%	100.0%	4.3%
WHITE	158,500	152,150	6,350	25.6	25.7	23.9	4.0
BLACK/AFRICAN AMERICAN	7,200	6,750	450	1.2	1.1	1.7	6.2
AMER. INDIAN/ALASKAN NATIVE	1,500	1,350	150	0.2	0.2	0.6	10.1
ASIAN	276,150	268,300	7,850	44.7	45.3	29.7	2.8
NATIVE HAWAIIAN/PAC. ISLANDER	52,350	48,050	4,350	8.5	8.1	16.3	8.3
SOME OTHER RACE	6,450	6,050	400	1.0	1.0	1.6	6.4
TWO OR MORE RACES	116,150	109,150	6,950	18.8	18.4	26.3	6.0
MINORITY GROUP	459,800	439,600	20,150	74.4	74.3	76.1	4.4
HISPANIC OR LATINO	37,000	34,300	2,750	6.0	5.8	10.3	7.4
FEMALES (incl. Hispanic)	299,050	287,550	11,450	100.0%	100.0%	100.0%	3.8%
WHITE	72,550	69,750	2,800	24.3	24.3	24.5	3.9
BLACK/AFRICAN AMERICAN	2,900	2,650	200	1.0	0.9	1.8	7.3
AMER. INDIAN/ALASKAN NATIVE	700	650	100	0.2	0.2	0.8	12.4
ASIAN	139,250	136,000	3,200	46.6	47.3	27.9	2.3
NATIVE HAWAIIAN/PAC. ISLANDER	24,800	22,950	1,800	8.3	8.0	15.9	7.4
SOME OTHER RACE	2,900	2,700	200	1.0	0.9	1.7	6.9
TWO OR MORE RACES	56,000	52,850	3,150	18.7	18.4	27.3	5.6
MINORITY GROUP	226,450	217,800	8,650	75.7	75.7	75.5	3.8
HISPANIC OR LATINO	18,250	16,950	1,300	6.1	5.9	11.2	7.1
<i>Females as a percent of both sexes</i>	48.4%	48.6%	43.3%	-----	-----	-----	-----

NOTE: Totals may not add due to rounding.

SOURCE: Labor Force Estimates from 2003 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Cens

Table 1. LABOR FORCE INFORMATION BY SEX AND RACE
Honolulu MSA, 2003

SEX AND RACE	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	PERCENT DISTRIBUTION			UNEMPLOYMENT RATE
				CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	
BOTH SEXES (incl. Hispanic)	436,450	419,550	16,900	100.0%	100.0%	100.0%	3.9%
WHITE	91,500	88,050	3,450	21.0	21.0	20.4	3.8
BLACK/AFRICAN AMERICAN	6,600	6,200	400	1.5	1.5	2.5	6.3
AMER. INDIAN/ALASKAN NATIVE	750	700	50	0.2	0.2	0.3	7.6
ASIAN	222,100	216,200	5,950	50.9	51.5	35.1	2.7
NATIVE HAWAIIAN/PAC. ISLANDER	34,800	32,200	2,600	8.0	7.7	15.5	7.5
SOME OTHER RACE	4,200	3,900	300	1.0	0.9	1.7	6.9
TWO OR MORE RACES	76,500	72,350	4,150	17.5	17.2	24.5	5.4
MINORITY GROUP	344,950	331,500	13,450	79.0	79.0	79.6	3.9
HISPANIC OR LATINO	23,750	22,250	1,500	5.4	5.3	9.0	6.4
FEMALES (incl. Hispanic)	212,750	205,450	7,350	100.0%	100.0%	100.0%	3.5%
WHITE	42,000	40,450	1,550	19.7	19.7	21.4	3.7
BLACK/AFRICAN AMERICAN	2,650	2,500	200	1.3	1.2	2.6	7.0
AMER. INDIAN/ALASKAN NATIVE	350	350	50	0.2	0.2	0.5	10.2
ASIAN	112,600	110,150	2,450	52.9	53.6	33.4	2.2
NATIVE HAWAIIAN/PAC. ISLANDER	16,450	15,350	1,050	7.7	7.5	14.6	6.5
SOME OTHER RACE	1,900	1,750	150	0.9	0.8	2.1	8.1
TWO OR MORE RACES	36,800	34,950	1,850	17.3	17.0	25.5	5.1
MINORITY GROUP	170,750	165,000	5,750	80.3	80.3	78.6	3.4
HISPANIC OR LATINO	11,750	11,050	750	5.5	5.4	10.2	6.3
<i>Females as a percent of both sexes</i>	48.8%	49.0%	43.4%	----	----	----	----

NOTE: Totals may not add due to rounding.

SOURCE: Labor Force Estimates from 2003 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Cens

Table 1. LABOR FORCE INFORMATION BY SEX AND RACE
Hawaii County, 2003

SEX AND RACE	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	PERCENT DISTRIBUTION			UNEMPLOYMENT RATE
				CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	
BOTH SEXES (incl. Hispanic)	75,350	70,650	4,700	100.0%	100.0%	100.0%	6.3%
WHITE	26,500	25,200	1,250	35.1	35.7	26.9	4.8
BLACK/AFRICAN AMERICAN	200	200	*	0.3	0.3	0.2	3.7
AMER. INDIAN/ALASKAN NATIVE	300	250	50	0.4	0.3	1.0	16.4
ASIAN	21,300	20,400	900	28.3	28.9	19.5	4.3
NATIVE HAWAIIAN/PAC. ISLANDER	7,650	6,800	850	10.2	9.6	18.0	11.1
SOME OTHER RACE	900	800	100	1.2	1.1	2.0	10.6
TWO OR MORE RACES	18,550	17,000	1,550	24.6	24.1	32.5	8.3
MINORITY GROUP	48,900	45,450	3,450	64.9	64.3	73.1	7.1
HISPANIC OR LATINO	5,850	5,150	700	7.8	7.3	14.9	12.0
FEMALES (incl. Hispanic)	36,300	34,150	2,150	100.0%	100.0%	100.0%	5.9%
WHITE	12,400	11,850	550	34.2	34.7	25.8	4.4
BLACK/AFRICAN AMERICAN	50	50	*	0.2	0.2	0.3	9.9
AMER. INDIAN/ALASKAN NATIVE	150	100	50	0.4	0.3	1.6	23.8
ASIAN	10,550	10,150	350	29.0	29.7	17.4	3.5
NATIVE HAWAIIAN/PAC. ISLANDER	3,750	3,350	400	10.3	9.8	18.1	10.4
SOME OTHER RACE	400	350	50	1.1	1.0	2.0	11.0
TWO OR MORE RACES	9,000	8,300	750	24.9	24.2	34.7	8.2
MINORITY GROUP	23,900	22,300	1,600	65.8	65.3	74.2	6.6
HISPANIC OR LATINO	3,050	2,700	350	8.4	8.0	15.7	11.0
<i>Females as a percent of both sexes</i>	48.2%	48.4%	45.3%	-----	-----	-----	-----

* Less than 25

NOTE: Totals may not add due to rounding

SOURCE: Labor Force Estimates from 2003 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Census

Table 1. LABOR FORCE INFORMATION BY SEX AND RACE
Maui County, 2003

SEX AND RACE				PERCENT DISTRIBUTION			UNEMPLOYMENT RATE
	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	
BOTH SEXES (incl. Hispanic)	75,750	72,400	3,350	100.0%	100.0%	100.0%	4.4%
WHITE	30,100	28,900	1,250	39.8	39.9	37.0	4.1
BLACK/AFRICAN AMERICAN	300	300	*	0.4	0.4	0.3	3.1
AMER. INDIAN/ALASKAN NATIVE	350	300	*	0.4	0.4	0.7	7.7
ASIAN	21,800	21,200	600	28.8	29.3	17.4	2.7
NATIVE HAWAIIAN/PAC. ISLANDER	7,300	6,600	700	9.6	9.1	20.7	9.5
SOME OTHER RACE	1,100	1,100	*	1.5	1.5	0.1	0.4
TWO OR MORE RACES	14,850	14,050	800	19.6	19.4	23.8	5.4
MINORITY GROUP	45,600	43,500	2,100	60.2	60.1	63.0	4.6
HISPANIC OR LATINO	5,150	4,850	300	6.8	6.7	9.0	5.9
FEMALES (incl. Hispanic)	35,450	34,000	1,400	100.0%	100.0%	100.0%	4.0%
WHITE	13,400	12,850	550	37.9	37.8	39.9	4.2
BLACK/AFRICAN AMERICAN	100	100	*	0.3	0.3	0.7	7.9
AMER. INDIAN/ALASKAN NATIVE	150	150	*	0.4	0.4	0.9	8.6
ASIAN	10,700	10,500	200	30.2	30.9	12.8	1.7
NATIVE HAWAIIAN/PAC. ISLANDER	3,450	3,100	350	9.7	9.2	23.1	9.4
SOME OTHER RACE	450	450	0	1.2	1.3	0.0	0.0
TWO OR MORE RACES	7,150	6,850	300	20.2	20.1	22.5	4.4
MINORITY GROUP	22,000	21,150	850	62.1	62.2	2.5	3.8
HISPANIC OR LATINO	2,350	2,200	150	6.6	6.4	9.6	5.8
<i>Females as a percent of both sexes</i>	46.8%	47.0%	41.9%	----	----	----	----

* Less than 25

Includes Kalawao County

NOTE: Totals may not add due to rounding

SOURCE: Labor Force Estimates from 2003 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Census

Table 1. LABOR FORCE INFORMATION BY SEX AND RACE
Kauai County, 2003

SEX AND RACE	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	PERCENT DISTRIBUTION			UNEMPLOYMENT RATE
				CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	
BOTH SEXES (incl. Hispanic)	30,750	29,250	1,550	100.0%	100.0%	100.0%	5.0%
WHITE	10,450	10,050	400	33.9	34.4	24.9	3.7
BLACK/AFRICAN AMERICAN	50	50	*	0.2	0.2	0.4	10.7
AMER. INDIAN/ALASKAN NATIVE	150	100	*	0.4	0.4	1.4	16.5
ASIAN	10,950	10,500	450	35.6	36.0	28.1	3.9
NATIVE HAWAIIAN/PAC. ISLANDER	2,600	2,450	150	8.5	8.4	10.9	6.4
SOME OTHER RACE	300	250	50	0.9	0.9	1.9	10.4
TWO OR MORE RACES	6,300	5,800	500	20.4	19.8	32.4	7.9
MINORITY GROUP	20,300	19,150	1,150	66.1	65.6	75.1	5.7
HISPANIC OR LATINO	2,250	2,000	200	7.2	6.9	13.6	9.4
FEMALES (Incl. Hispanic)	14,550	13,950	600	100.0%	100.0%	100.0%	4.0%
WHITE	4,750	4,600	150	32.5	33.0	22.0	2.7
BLACK/AFRICAN AMERICAN	50	*	*	0.2	0.1	1.0	22.2
AMER. INDIAN/ALASKAN NATIVE	50	50	*	0.3	0.3	0.5	6.1
ASIAN	5,400	5,250	200	37.3	37.5	33.9	3.7
NATIVE HAWAIIAN/PAC. ISLANDER	1,150	1,150	50	8.1	8.1	7.2	3.6
SOME OTHER RACE	150	150	*	1.2	1.2	0.3	1.2
TWO OR MORE RACES	2,950	2,750	200	20.4	19.8	35.1	6.9
MINORITY GROUP	9,800	9,350	450	67.5	67.0	3.3	4.7
HISPANIC OR LATINO	1,100	1,000	50	7.4	7.2	11.9	6.5
<i>Females as a percent of both sexes</i>	47.2%	47.7%	38.2%	----	----	----	----

* Less than 25

NOTE: Totals may not add due to rounding

SOURCE: Labor Force Estimates from 2003 Annual Local Area Unemployment Statistics (LAUS), based on 2000 Census

**Table 2. PERCENT DISTRIBUTION OF THE CIVILIAN LABOR FORCE BY EEO-1 JOB CATEGORIES, SEX AND RACE
State of Hawaii, 2000**

JOB CATEGORIES	TOTAL	NOT OF HISPANIC ORIGIN						Hispanic	Total Minority	Total Females
		White	Black	AIAN	Asian	NHOPI	Balance 2+ Races			
TOTAL CIVILIAN LABOR FORCE	573,754	24.2%	1.2%	0.7%	46.9%	10.5%	10.3%	6.1%	75.7%	48.3%
OFFICIALS AND MANAGERS	61,694	34.2%	1.1%	0.8%	44.2%	7.8%	7.7%	4.0%	65.6%	40.8%
PROFESSIONALS	101,350	36.2%	1.5%	0.9%	45.1%	6.2%	6.3%	3.8%	63.8%	54.9%
TECHNICIANS	11,493	24.5%	1.4%	0.7%	51.7%	7.7%	8.0%	5.9%	75.4%	47.8%
SALES WORKERS	70,025	23.7%	0.8%	0.5%	49.8%	8.9%	10.0%	6.2%	76.2%	59.9%
ADMINISTRATIVE SUPPORT WORKERS	95,800	18.5%	1.3%	0.7%	50.1%	11.1%	12.0%	6.3%	81.5%	75.2%
CRAFT WORKERS	50,171	23.2%	0.9%	0.8%	43.6%	12.0%	13.1%	6.3%	76.7%	5.5%
OPERATIVES	35,279	15.4%	1.4%	0.5%	46.5%	15.8%	13.3%	7.1%	84.6%	24.6%
LABORERS AND HELPERS	29,837	17.9%	1.2%	0.6%	41.7%	16.8%	13.8%	8.2%	82.3%	16.1%
SERVICE WORKERS	111,069	18.5%	1.2%	0.7%	48.9%	12.0%	10.9%	7.7%	81.4%	51.2%
UNEMPLOYED, NO CIVILIAN WORK EXPERIENCE	7,036	15.8%	1.6%	0.4%	33.6%	22.1%	15.4%	11.1%	84.2%	51.4%

Source: U.S. Bureau of the Census, 2000 Special EEO Tabulation, <http://www.census.gov/eo2000/index.html>

Note: Totals may not add due to rounding

NHOPI: Native Hawaiian or Other Pacific Islander

AIAN: American Indian or Alaska Native

Data as of 4/28/04